

07-02-01 E7420077747US

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Washington, D.C. 20231

IBM DOCKET NO. AUS9-2001-0233-US1

DATE: 10/29/01

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JC986 U.S. PTO  
09/895893  
06/29/01

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: **System and Method for Integrated Management of Personnel Planning Factors**

Enclosed are:

- Patent Specification and Declarations  
 sheets of drawing(s). (Formal) 20 Sheets.  
 An assignment of the invention to International Business Machines Corporation (includes Recordation Form Cover Sheet).  
 A certified copy of a \_\_\_\_\_ application.  
 Information Disclosure Statement, PTO 1449 and copies of references

The filing fee has been calculated as shown below:

| For               | Number Filed | Number Extra | Rate    | Fee                     |
|-------------------|--------------|--------------|---------|-------------------------|
| Basic Fee         |              |              |         | 710.00                  |
| Total Claims      | 20           | 0            | x \$18  | \$ 0.00                 |
| Indep. Claims     | 3            | 0            | x \$80  | \$ 0.00                 |
| Mult. Dep. Claims | 0            | 0            | x \$260 | 0                       |
|                   |              |              |         | <b>Total: \$ 710.00</b> |

- Please charge my Deposit Account No. 09-0447 in the amount of \$ 710.00. A duplicate copy of this sheet is enclosed.
- The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- Any additional filing fees required under 37 CFR Sect. 1.16.
- Any patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,  
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